

## NIH PAY AND APPOINTMENT AUTHORITIES FOR SCIENTISTS

**Total compensation** = annual rate of base salary, locality pay, 3Rs, 2Rs, PCA, PSP, Salary increases based on Performance, Cash Awards, Performance Bonuses, SES Rank Awards, SES Performance Awards, and Quality Step Increases (QSI), Increase received upon initial appointment/reassignment/transfer to the NIH

**Non-discretionary Pays**, i.e., Comparability Increases [Title 5, SES, Title 5 with T38 pay], Within-grade Increases [Title 5], PSP non-discretionary pay(s) [Title 5 with T38 pay]

### Discretionary Pays

<b>PCA</b> [Title 5, Title 42 209(f) & (g)]	<b>Quality Step Increases</b> [Title 5]
<b>PSP</b> - Scare Med'l Spec., Exec. Resp., & Exceptional Quals. Pay (s) [Title 38]	<b>Rank Awards</b> [SES]
<b>Performance Bonuses</b> [Title 42 209(f) & (g), SBRS]	<b>Performance Awards</b> [SES]
<b>Cash Awards</b> [Title 5, SES, ST/SL, SBRS, Title 42 209(f) & (g)]	<b>2Rs</b> - Up to 25% of base pay [Title 42 209(f) & (g)]
<b>3Rs</b> - Up to 25% of base pay, must be approved by higher level IC official than the requesting/recommending official [Title 5, SES, ST/SL, SBRS]	
<b>Salary Increases Based on Performance</b> [Title 42 209(f) & (g), SBRS, SE] - For SBRS, at least one year must have elapsed since the initial SBRS appt	

**APPROVAL AUTHORITIES DELEGATED TO IC DIRECTORS:** may be redelegated provided IC Director retains accountability

**Initial appointments of Investigators (Tenure Track)** provided total compensation is ≤ GS-15/10 (\$119,682) regardless of the difference between the current and proposed compensation [Title 42 209(g)]

**Initial appointments of UNEMPLOYED selectee (s)** provided total compensation is ≤ GS-15/10 (\$119,682) and the initial salary is ≤ \$30,000 above the salary the selectee received *at any time during the preceding* 52-week period [Title 5, Title 5 with Title 38 pay, Title 42 209 (f) & (g)]

**Initial appointments** (not addressed above) provided total compensation is ≤ GS-15/10 (\$119,628) and the increase is ≤ \$30,000 above the selectee's current rate of total compensation [Title 5, Title 5 with Title 38 pay, Title 42 209 (f) & (g)]

**Conversions or promotions** provided total compensation is ≤ GS-15/10 (\$119,682) & cumulative discretionary increases within the preceding 52-weeks are ≤ \$30,000 [Title 5, Title 5 with Title 38 pay, Title 42 209(f) & (g)]

**Reassignments, conversions, and extensions** with no change in total compensation [Title 5, Title 5 with T38 pay, Title 42 209(f) & (g)]

**Cumulative Discretionary Pay Increases** ≤ \$30,000 within the preceding 52-weeks provided total compensation remains ≤ GS-15/10

**Renewals of Discretionary Pay** with no change in the **rate** of discretionary pay provided the amount of total compensation is ≤ \$200,000 [Title 5, Title 5 with T38 pay, Title 42 209(f) & (g)]; or total compensation is ≤ EX-I [SBRS] (For PSP, ICs must reduce discretionary pay(s) when total compensation would exceed \$200,000)

**Performance Bonuses ≤ 10%** [SBRS, Title 42 209(f) & (g)]; **Cash Awards ≤ \$10,000** [Title 5, SES, ST/SL, SBRS, Title 42 209 (f) & (g)]; and **Quality Step Increases** [Title 5] when total compensation is ≤ \$200,000; or total compensation is ≤ EX-I [SBRS] & cumulative discretionary pay increases are ≤ \$30,000 within the preceding 52-weeks

**IPA Agreements** when total NIH portion (base salary) is ≤ GS-15/10 (appointments or details to NIH)

### **APPROVAL AUTHORITIES RETAINED BY THE DIRECTOR, NIH:**

**Initial appointments, conversions, or promotions & any discretionary pay increase (s)**, except for **Performance Bonuses, Cash Awards, and Quality Step Increases** within IC's delegated authority above, when total compensation is > GS-15/10 (\$119,682) & base salary is ≤ \$200,000 [Title 5, Title 5with T38 pay, Title 42 209(f) & (g)]

**SBRS appts. & initial salary** ≤ EX-II (\$150,000); or initial salary > EX-II for federal employees whose current compensation is ≥ EX-II

**Cumulative Discretionary Pay Increases** > \$30,000 within the preceding 52-weeks regardless of total compensation and base salary is ≤ \$200,000

**Performance Bonuses:** > 10% NTE 20% of base salary [Title 42 209(f) & (g), SBRS]

**Comparability Increases:** [Title 42 209(f) & (g), SBRS, ST/SL]

**SES, ST/SL:** all annual pay adjustments

**IPA Agreements** when total NIH portion (base salary) is > GS-15/10 (appointments or details to NIH)

**APPROVAL AUTHORITIES RETAINED BY THE SECRETARY:**

**Initial appointments, transfers, or reassignments of SES, ST/SL; SES equivalent positions in other pay systems**

**IPA Agreements** (outside NIH)

**Initial appointments & cumulative discretionary pay increases** when base salary is > \$200,000 [Title 42 209(f) & (g)]

**Initial SBRS base salary** > EX-II (\$150,000): for outside hires, & for federal employees whose current compensation is < EX-II

Approved \_\_\_\_\_/s/\_\_\_\_\_ 4/30/02  
Acting Director, OHRM Date